



1 March 2002

## **A MESSAGE FROM THE COMMANDANT OF THE MARINE CORPS**

The Marine Corps' success in safeguarding American ideals and protecting our national interests is a product of the varied contributions of all Marines – uniformed, civilian, retired, and family members. All have something unique to offer in forging that success. Our civilian work force provides an element of critical continuity. You are, in many cases, our corporate memory — that frame of reference upon which we rely so heavily in rendering key decisions about the future course of our Corps. We expect a great deal from you and we are never disappointed.

Thanks to the vision of the 29<sup>th</sup> Commandant, General Al Gray, we are reaping the benefits of investing in the professional development of our Marines. Through education and managed career progression, our uniformed personnel have been afforded the opportunity to realize their potentials and rise to positions of leadership and influence in our Corps. Our civilian partners deserve no less. I am committed to a professional development program for our Civilian Marines that will foster a deeper sense of belonging and will kindle within them a renewed dedication to performance excellence. Broadening our mentorship programs and promoting a partnership based on mutual respect between Marines and the civilians who support them can further this. I encourage all leaders to help us realize this goal.

I want to thank each of you for what you do for our Corps and pledge my continued support to broadening the opportunities for our Civilian Marines, as we all endeavor to further elevate the pride and professionalism within our Corps.

Semper Fidelis,

A handwritten signature in black ink, appearing to read "James L. Jones".

**JAMES L. JONES**  
General, U. S. Marine Corps